


DCIPS 101 - Microsoft Internet Explorer



**DCIPS 101**

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Course Introduction > What Remains the Same?

***What Remains the Same?***

DCIPS will not change the work that you perform, or your ability to control your success. In fact, DCIPS allows you greater control of your career by more closely linking your performance results to your performance rewards.

DCIPS will not change the scope of your position, or your ability to influence your success. As an employee, you also retain these basic rights and entitlements:


- Protection from prohibited personnel practices
- [Merit system principles](#)
- Anti-discrimination laws
- Fundamental due process
- Whistleblower protections
- Veterans' preference principles
- Benefits laws (retirement, health, life, etc.)
- Allowances and travel/subsistence expenses
- Training
- Leave and work schedules

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**What Remains the Same?**

DCIPS will not change the way you control your career by more closely monitoring your performance.

DCIPS will not change the rights and entitlements:

- Protection from prohibited personnel practices
- [Merit system principles](#)
- Anti-discrimination laws
- Fundamental due process
- Whistleblower protection
- Veterans' preference
- Benefits laws (retirement, health, life insurance)
- Allowances and travel
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**Civil Service Merit Principles**

- Recruit qualified individuals from all segments of society; select and advance employees on the basis of merit after fair and open competition.
- Treat employees and applicants fairly and equitably without regard to political affiliation, race, color, religion, national origin, sex, marital status, age, or handicapped condition. Do not violate their privacy or constitutional rights.
- Provide equal pay for work of substantially equal value (with due consideration to national/local private sector rates); reward excellent performance.
- Maintain high standards of integrity, conduct, and concern for the public interest.
- Use the workforce effectively and efficiently.
- Retain employees on the basis of their performance. Separate employees who do not improve their performance to meet required standards.
- Educate and train employees when it will result in better organizational or individual performance.
- Protect employees from arbitrary action, improper political influence, and personal favoritism.
- Protect employees against reprisal from lawful disclosures of information in "whistleblower" situations, like when the employee reasonably believes there is illegal activity, gross waste of funds, abuse of authority, substantial danger to public health or safety.

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